

CHARTER FOR THE FEDERAL SALARY COUNCIL

1. OFFICIAL DESIGNATION: Federal Salary Council
2. AUTHORITY: The Federal Salary Council is established under section 5304 of title 5, United States Code, and Executive Order 12764, in accordance with the provisions of the Federal Advisory Committee Act (FACA), as amended, 5 U.S.C., App.
3. OBJECTIVES AND SCOPE OF ACTIVITIES: To comply with section 5304 of title 5, United States Code, the President's Pay Agent must provide for meetings with the Federal Salary Council to consider issues relating to Federal locality-based comparability payments.
4. DESCRIPTION OF DUTIES: The Council presents its views and recommendations to the President's Pay Agent or its designees concerning—
 - (1) The establishment or modification of pay localities;
 - (2) The coverage of Bureau of Labor Statistics surveys of non-Federal pay;
 - (3) The process of comparing the rates of pay payable under the General Schedule with rates of pay for the same levels of work performed by non-Federal workers; and
 - (4) The level of comparability payments that should be paid in order to eliminate or reduce pay disparities.
5. AGENCY OR OFFICIAL TO WHOM THE COMMITTEE REPORTS: The Federal Salary Council reports to the President's Pay Agent. Members of the Pay Agent are appointed by the President under section 5304 of title 5, United States Code. In Executive Order 12748, the President designated the Secretary of Labor, the Director of the Office of Management and Budget, and the Director of the Office of Personnel Management (OPM) to serve jointly as the President's Pay Agent.
6. SUPPORT: In Executive Order 12764, the President delegated responsibility for providing administrative support to the Federal Salary Council to OPM. This includes the authority to approve the agenda, make determinations under section 10(b) and (d) of the Federal Advisory Committee Act, provide the required notice of meeting, file the charter of the Council, ensure that detailed minutes of the meetings are kept, and provide the support services required by sections 11 and 12 of the Act.
7. ESTIMATED ANNUAL OPERATING COSTS IN DOLLARS AND STAFF YEARS: In addition to actual staff time devoted to technical discussions at the meetings, the operating costs of the Federal Salary Council vary depending upon the number of

meetings held during the year and the level of work involved in preparing discussion materials. The estimated annual operating expenses of the Council are \$140,000. These expenses include one professional staff FTE, members' travel costs, funds to cover expenses for preparing and printing discussion materials (e.g., issue papers, charts, graphs, maps), and administrative costs for filing the charter, preparing *Federal Register* notices, preparing minutes of the meetings, etc.

8. DESIGNATED FEDERAL OFFICER: The Deputy Associate Director for Employee Services, Pay and Leave, OPM, serves as the Designated Federal Officer to the Council. The DFO will approve or call all of the Council and any subcommittee meetings, prepare and approve all meeting agendas, attend all meetings, adjourn any meeting when the DFO determines adjournment to be in the public interest, and chair meetings when directed to do so by the Director of OPM.
9. ESTIMATED NUMBER AND FREQUENCY OF MEETINGS: The number of Council meetings varies depending on the issues that arise. In recent years, the Council has met once or twice per year, as necessary, to formulate and submit its recommendations.
10. DURATION: Section 5304 of title 5, United States Code, provides a continuing, permanent role for the Federal Salary Council in the Federal pay comparability process.
11. TERMINATION: The Council is required by law and there are no plans to terminate the Council.
12. MEMBERSHIP AND DESIGNATION: The statute specifies that the Council have nine members, three chosen from among persons generally recognized for their impartiality, knowledge, and experience in the field of labor relations and pay policy, and six representatives of Federal employee organizations.
13. SUBCOMMITTEES: The Chair of the Council may, with OPM or DFO approval, form Working Groups to review data and report back to the full Council. Working Groups do not provide advice or work products directly to the President's Pay Agent.
14. RECORDKEEPING: The records of the Council, formally and informally established subcommittees, or other subgroups of the Council, shall be handled in accordance with General Records Schedule 26, Item 2. The Council's records are available for public inspection and copying at OPM, subject to the Freedom of Information Act, 5 U.S.C. 552.

15. FILING DATE: JAN 30 2012

APPROVED:



John Berry
Director, Office of Personnel Management

JAN 20 2012

Date